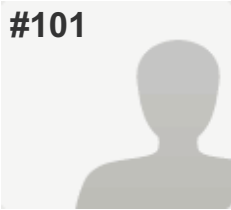


#101

**COMPLETE****Collector:** Web Link 1 (Web Link)**Started:** Wednesday, May 11, 2016 11:16:33 AM**Last Modified:** Thursday, June 30, 2016 10:53:21 PM**Time Spent:** Over a month**IP Address:** 207.165.195.253

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Q1: Name of School District: United CSD**Q2: Name of Superintendent** Tim Salmon**Q3: Person Completing this Report** Tim Salmon

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Q4: 1a. Local TLC Goal

Support, retain, and recruit high quality, effective teachers

Q5: 1b. To what extent has this goal been met?

(no label)

Mostly Met

Q6: 1c. Description of Results Including Short and Long-Term Measures (limited to 3000 characters)

During the past year, of our 29 teachers, 2 have retired and one was not renewed. The remaining 26 teachers will return for the 2016-17 school year. Three replacement teachers were hired early in the spring, with United getting an early start to secure the most highly qualified staff. In addition, United will be adding 3 additional teachers due to growth and the addition of an Instructional Coach. New teachers have worked closely with veteran mentor teachers to ensure a supported transition into the district, including two that were hired mid year due to growth. Short term goals included continuing to keep class sizes small and support teachers through mentoring and professional development. Long-term planning included a rewrite of the TLC plan at United to meet the needs of the staff and provide additional support through the Instructional Coach method and further development of PLC's and vertical teaming.

Q7: 2a. Local TLC Goal

Strengthen staff collaboration

Q8: 2b. To what extent has this goal been met?

(no label)

Mostly Met

Q9: 2c. Description of Results Including Short and Long-Term Measures (limited to 3000 characters)

The TLC plan this year included PLC leaders that fostered collaboration through their leadership on topic related PLC meetings that occurred monthly during early outs. Professional Development was also strengthened through new administration and TLC Professional Development Coordinator. Short term results were mixed, as PLC meetings only occurred monthly, but were productive. Staff indicated that they were excellent professional development, but would like to meet more regularly and/or have an opportunity to participate in multiple groups. Long-term, this was a great starting point for staff as we progress toward year two. The TLC plan has been adjusted to create vertical teams that will function as collaborative teams that are lead by lead and model teachers.

Q10: 3a. Local TLC Goal

Compensate teachers for increased leadership responsibilities

Q11: 3b. To what extent has this goal been met?

(no label)

Mostly Met

Q12: 3c. Description of Results Including Short and Long-Term Measures (limited to 3000 characters)

Staff base salaries were increased utilizing TLC funds. This has allowed us to bring salaries up past the state required minimum and also compensate our teacher leaders appropriately. We will continue to monitor our base salaries to remain competitive with districts of similar size and will also continue to compensate our teacher leaders sufficiently.

Q13: 4a. Local TLC Goal

Increase student achievement by using student data to drive instruction

Q14: 4b. To what extent has this goal been met?

(no label)

Mostly Met

Q15: 4c. Description of Results Including Short and Long-Term Measures (limited to 3000 characters)

Student data has shown that students at United continue to grow and remain well above the state average. All district academic goals were met this year. The TLC Data Team which consisted of 3 staff members focused on organizing testing, procedures and ensuring that testing was done with fidelity. With the success of our data team, staff involved will decrease to 2 members and the Instructional Coach will work with the data team and all teachers to strengthen instruction.

PAGE 4: Put any goals you wish to report on, but do not directly align with state TLC goals, on this page.

Q16: 5a. Local TLC Goal

Promote lifelong learning for students and teachers

Q17: 5b. To what extent has this goal been met?

(no label)

Somewhat Met

Q18: 5c. Description of Results Including Short and Long-Term Measures (limited to 3000 characters)

Finding data to support this goal is difficult. We continue to see our teachers enroll in additional courses, attend outside trainings. Our students continue to grow academically and socially, with great academic success in testing and socially through our PBIS program. We will continue to monitor this and will plan to involve staff additionally by allocating time for staff to share learning from coursework and training with staff.

Q19: 6a. Local TLC Goal

Respondent skipped this question

Q20: 6b. To what extent has this goal been met?

Respondent skipped this question

Q21: 6c. Description of Results Including Short and Long-Term Measures (limited to 3000 characters)

Respondent skipped this question

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Q22: 7. Based on the results of your data analysis, what adjustments might you consider TLC implementation. (Please note this is not an official plan change). If you would like more information on how to submit an official plan change please use this link or contact Becky Slater.

An official change plan was submitted early this spring to the DOE and was approved. This included adding an Instructional Coach and restructuring the other positions while eliminating the Professional Development Coordinator.

Q23: 8. Please share anecdotal evidence/stories that demonstrate how the implementation of TLC has impacted your district.

Respondent skipped this question

Q24: Please check each of the following boxes, indicating your agreement to continue to meet these requirements:

Minimum Salary – The school district will have a minimum salary of \$33,500 for all full-time teachers.

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Selection Committee – The selection process for teacher leadership roles will include a selection committee that includes teachers and administrators who shall accept and review applications for assignment or reassignment to a teacher leadership role and shall make recommendations regarding the applications to the superintendent of the school district.

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Teacher Leader Percentage – The district will demonstrate a good-faith effort to attain participation by 25 percent of the teacher workforce in teacher leadership roles beyond the initial and career teacher levels.

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Teacher Compensation – A teacher employed in a school district shall not receive less compensation in that district than the teacher received in the school year preceding implementation of the district's TLC plan.

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Applicability – The framework or comparable system shall be applicable to teachers in every attendance center operated by the school district.
